

AMAPCEO MEMBER NEWS

Association of Management, Administrative and Professional Crown Employees of Ontario
www.amapceo.on.ca

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We Need to Be Proactive in Defending Public Services

Gary Gannage, President

As I noted in my website message commenting on the 2011 provincial budget, members in the Ontario Public Service have justifiably expressed concern about the announcement to eliminate 1,500 full-time equivalent positions from the OPS between April 1, 2012 and March 31, 2014, especially on top of the 3,400 FTE reductions previously announced in the 2009 budget. In addition, the government's seemingly endless review of agencies, boards and commissions (eliminating some and merging others) have unsettled members in our Broader Public Sector units.

Cabinet Secretary Shelly Jamieson sent a post-budget letter to the OPS suggesting that "there will likely be some difficult decisions to make, including the elimination of some positions", but a statement in the Legislature the next day from Government Services Minister Harinder Takhar bears nothing. The minister said that he wanted "to assure Ontarians that public services will not be impacted, as we will be doing this by attrition and also by improving the productivity and the efficiency of the public service . . . We have great faith in our Ontario public service because it provides great service to all Ontarians".

We have sought clarification on the apparent discrepancy between the Jamieson and Takhar comments, but there is no doubt that AMAPCEO and its members must remain on guard against continuing attacks on the working conditions of public servants and questions about the value of the services we provide to the public. Much of the animus against public servants is fuelled by misinformation, and we need to take advantage of every opportunity to set the record straight and put forward a vigorous defense of the contributions of the public sector in our society.

One such opportunity will be the Commission on the Reform of Ontario's Public Services, to be headed by economist and former federal public servant Don Drummond, who has been given a mandate by the government to "examine long-term, fundamental changes to the way government works." I am inviting our members, professionals who have a wealth of experience and insight on how public services work, to provide us with your suggestions and comments as we prepare to engage in discussions with various parties and as we draft our submission to the Commission.

Please send me your thoughts directly (president@amapceo.on.ca), but also engage your colleagues and your AMAPCEO local representatives, since we have a number of meetings taking place this Spring, including Chapter meetings around the province, as well as meetings of the Board of Directors, Provincial Council, our Health and Safety Representatives in April and our Workplace Representatives in June. The public consultation schedule for the Commission has not yet been announced, but the final report is expected to be delivered in time to affect the 2012 budget, which suggests a very tight timeline. Regardless of the Commission's timelines, however, members should feel free to take the time to talk through these issues and give us your considered input; the Commission will not be the only forum in which we participate.

The collective agreements in both the OPS and the Office of the Provincial Advocate for Children and Youth expire in March 2012, so we have reason enough to start engaging members now for that exercise alone. I believe, however, that we

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News From your Board & Council

In meetings held in January, February and March, the AMAPCEO Board of Directors:

- Received reports from all four executive officers and board committees;
- Approved a number of committee appointments (see page six in this newsletter);
- Decided that the CIBC financial advisor for our investment funds should be invited to meet directly with the Board twice annually, in the Spring and the Fall;
- Approved the launching of an AMAPCEO student essay competition for secondary school students;
- Asked the Workplace Relations Committee to review the ratio of Workplace Representatives to members, as well as the workload of reps, their distribution across the workplace and the criteria for and effectiveness of current training;
- Considered the appointment process for AMAPCEO's nominee on the Ontario Pension Board;
- Approved a policy as a component of our outreach program for AMAPCEO's strategic attendance at political fundraising events, while adhering to its apolitical principles.

At meetings held in January and February, the AMAPCEO Provincial Council, which consists of the 9 members of the Board of Directors and the 23 Chapter Chairs:

- Held its annual Chapter Development Day in January, consisting of a plenary session on parliamentary procedure and concurrent workshops on activist development and communicating with and engaging members;
- Received reports from executive officers;
- Received reports from Chapter Chairs;
- Conducted a number of elections (see page six in this newsletter);
- Received an extensive progress report from its Committee on Member Reward and Recognition, with a final report (and recommendations) to be filed in April;
- Approved housekeeping changes to the Policy on Executive Compensation.

Brief Updates

OPS Job Evaluation. The JE secondees have completed their review of most of the Employer's evaluations of the Phase I job descriptions. Almost all of the Phase II job specs have been given to AMAPCEO by the Employer, who is continuing to harvest Phase III data. The eight secondments have been extended for another six months.

BPS Bargaining. First contract bargaining is well underway at Mental Health Centre Penetanguishene (now discussing economic issues); the Ontario Agency for Health Protection and Promotion; and the Ontario Racing Commission.

Board Strategic Plan

Each Spring, typically in May, the Board of Directors holds a planning session to review its strategic plan and, if necessary, to amend it. The plan then provides the context for developing the next year's annual operating budget in September, following which both the strategic plan and the draft budget are tabled for discussion with the Provincial Council, before the budget is submitted for approval to the Annual Delegates' Conference in November. AMAPCEO's fiscal year starts on January 1st.

Building on previous years' plans, the planning document this year gave a more explicit priority to expanding AMAPCEO's external communications, branding and partnership-building initiatives, specifically:

- Focussing on developing long-term strategic alliances, including organizing outreach meetings/focus groups with key decision makers and opinion leaders in the Ontario Public Service and Broader Public Service; seeking alliances with other bargaining agents inside and outside the OPS; and expanding external communication initiatives to make a significant contribution to a better societal appreciation of the value of the public sector.
- Seeking partnerships with others to challenge attacks on public services and public servants and promoting alternative views (e.g., sponsored or collaborative research projects, joint conferences, public speeches, op-ed pieces, etc.).

Consistent with this direction, a number of initiatives have been undertaken. President Gary Gannage has accepted invitations to participate in a number of events, including: the Mowat Centre for Policy Innovation at the University of Toronto (Mowat Employment Insurance Task Force meeting to discuss the successes and challenges of EI); the Greater Toronto Civic Action Summit 2011 (formerly the Toronto City Summit); Labour Studies Program at McMaster University (presentation on AMAPCEO's approach to labour relations); and Ryerson's Centre for Labour Management Relations (panel discussion on engaging employees in tough economic times).

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AMAPCEO Student Essay Contest

As another initiative from the strategic plan, the Board of Directors has also approved establishing an annual Essay Contest for secondary school students across Ontario (see poster insert in this newsletter), with the objective of reaching out to young people to encourage them to think about public services and the role and value of the public sector in our society.

All secondary school students in Ontario are eligible to participate in the contest, including the children of AMAPCEO members, so please draw this opportunity to the attention of your family and friends. There are three cash prizes for the top-ranked essays; the submission deadline is **May 17th**. Full details are on our website: www.amapceo.on.ca/essaycontest.

Spring Elections: Watch for Call for Nominations Soon

Later this month, the Elections and Credentials Committee will be calling for nominations for Chapter-level positions in eight (8) of AMAPCEO's 23 Chapters. Positions open for nomination will include: Chapter Chair, Delegates to attend the annual conference in November, and Members-at-Large to participate on Chapter Executive Committees.

All AMAPCEO members are assigned, for electoral and membership development purposes, to either ministry or regional Chapters across the Province. Fifteen Chapters typically hold their elections in the fall, and 8 hold them in the spring. This spring, we will be looking to fill Chapter Chair positions in the following Chapters:

Citizenship, Immigration, Tourism & Culture;
Health & Long-Term Care/Health Promotion & Sport/
OAHPP/MHCP;
Environment, Energy & Infrastructure;
Kingston;
Ottawa;
Attorney-General/Aboriginal Affairs;
Community Safety & Correctional Services;
Windsor.

There will also be 34 Delegate vacancies and 12 Chapter Executive member-at-large opportunities within these Chapters. In the coming weeks, please watch for an e-mail alerting you to the posting of AMAPCEO's "Spring Call for Nominations" on our website. The detailed posting will include a listing of current incumbents, as well as which positions are vacant and/or expiring. Self-nominations are typical, so please consider nominating yourself.

Terms of office are typically two years in length and incumbents are eligible for re-nomination. You must be a signed-up member with an AMAPCEO home position to be eligible to be nominated or to vote in an election. Beyond this, the only pre-requisite is a willingness to learn and get involved.

We hope you will take a look at this opportunity to become involved and seriously consider participating in the governance of your bargaining agent.

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Notice of 2011 Annual Delegates' Conference

The 2011 AMAPCEO Annual Delegates' Conference will be held from 9:00 a.m. – 4:30 p.m. on Friday and Saturday, **November 25 and 26**, 2011, at the Marriott Courtyard Hotel, 475 Yonge Street, Toronto, Ontario.

A New AMAPCEO Bargaining Unit at the Ontario Health Quality Council

AMAPCEO welcomed its sixth bargaining unit this month as members in the Medical Advisory Secretariat at the Ministry of Health and Long-Term Care were divested to the Ontario Health Quality Council (OHQC), a crown agency that operates outside the Ontario Public Service.

In addition to the OPS, our original and largest bargaining unit, we now represent five units in the Broader Public Sector.

Successor rights apply to this transfer and as a result, AMAPCEO will continue to represent our members who have accepted job offers with the Council. As members in the OPS know, their collective agreement offers a number of choices to those whose positions are being divested, including remaining available for redeployment to another OPS position, accepting a surplus notice and leaving the OPS with severance pay or accepting an offer with the new employer.

Most of the existing staff have elected to transfer to the OHQC and we will continue to provide them with the same level of service and representation that they have come to expect during their employment in the OPS. The terms and conditions of their OPS collective agreement remain in place until a new agreement is negotiated. We have given the employer notice to bargain.

A number of new functions have been transferred to the Council as part of recent legislation that expands the OHQC mandate. The OHQC was originally established in 2005 with responsibility for measuring and reporting to the public on the quality of long-term care, home care and resident/client satisfaction with those services.

As part of the expanded mandate, the Council will now monitor and report on access to all publicly funded health services, health human resources and health system outcomes; will support continuous quality improvement; and will promote health care supported by the best available scientific evidence.

It is this latter role that is relevant to AMAPCEO members at the Medical Advisory Secretariat, which is responsible for conducting evidence-based analyses of health technologies in order to provide advice to the ministry on which new technologies should be approved.

Two other agencies outside the OPS were also merged into the OHQC this month as part of the new mandate: the Centre for Health Care Quality Improvement and the Quality Improvement and Innovation Partnership. AMAPCEO is proud to be associated with the Ontario Health Quality Council and *all* of its employees as they take up their new responsibilities for monitoring and improving health care quality for all Ontarians.

AMAPCEO Member Profile: Intergovernmental Affairs Specialists

IN THIS EDITION OF *AMAPCEO Member News*, we are featuring the work of AMAPCEO represented employees who work as Intergovernmental Affairs Specialists, of whom there are 16 working in the Ministry of Intergovernmental Affairs.

The Ministry of Intergovernmental Affairs supports the Minister, Premier and other ministries in advancing Ontario's intergovernmental and international priorities. The key responsibilities of this ministry are ensuring the federal government treats Ontario fairly when it comes to health care, climate change, immigration and child care, and to lead the development of Ontario's overall intergovernmental strategy to support ministries in the advancement of the intergovernmental elements of the government's key policy initiatives.

We recently spoke to three Intergovernmental Affairs Specialists: **DAVID EVANS, CONSTANTINE DMITRIEV AND ALICIA NEUFELD**. Although previously a stand alone ministry, Intergovernmental Affairs staff were integrated into Cabinet Office a few years ago and the ministry now operates essentially as a division of Cabinet Office.

An Intergovernmental Affairs Specialist for the last three years, David Evans works with his colleagues to lead the development of Ontario's overall intergovernmental strategy and provide strategic advice and analysis. He explained: "I am responsible for providing strategic advice and recommendations on issues related to immigration, borders and British Columbia. I am also the lead for the development/coordination of materials to support the Secretary of Cabinet at meetings with her counterparts."

Like her colleague, Alicia Neufeld also works on a number of ministry liaison portfolios. "I am responsible for developing a deep understanding of the intergovernmental issues impacting each ministry," states Neufeld. "Second, I play a role in coordinating Ontario's participation in the Council of the Federation."

Constantine Dmitriev's job entails writing briefing notes and policy options, preparing meeting binders and managing/coordinating business projects. "I find it very rewarding when my policy advice helps to formulate Ontario's position or better prepares the Premier for participating in an intergovernmental meeting," he says.

Teamwork is an integral part of this office environment, and these AMAPCEO members don't hesitate in sharing their skills and expertise.

"It isn't always easy to keep abreast of so many different topics, but it's never dull," states Evans. "Teamwork is really ingrained around here. We have a great group of analysts with impressive academic and professional backgrounds and we all take turns helping out when needed."

Neufeld adds: "In this position, I have the opportunity to interact with great people from across the OPS all the time. Not only is this high level of collaboration really motivating, it gives me the opportunity to learn from others outside my unit and ministry...I have the chance to learn from others' great interpersonal and professional skills."

Intergovernmental Affairs Specialists are constantly bombarded with daily challenges; whether it is improving strategic relationships, anticipating demographic trends or trying to understand the dynamics of the economy, these challenges are also what make the job so rewarding.

"Ontario's intergovernmental agenda is incredibly broad. One challenge – though a great opportunity – is thinking strategically about how those priorities relate to one another and how I can work with my ministries," explains Neufeld.

"Staying on top of news, announcements, political changes and economic developments happening in Ontario, across Canada and the United States," is Dmitriev's greatest challenge. "It's not just about tracking news though, but rather being able to connect events and trends and identify implications for Ontario early on."

EVANS AGREES WITH HIS COLLEAGUES, adding that "Tight approval deadlines are common. We support the Premier and the turnaround time on requests is often limited. Getting the information we need – which often resides in another ministry – can be challenging especially when our contacts in the ministry are usually very busy themselves."

AMAPCEO is proud to represent Intergovernmental Affairs Specialists who work on developing and maintaining relationships with other provinces and the federal government, thereby enabling Ontario to better advocate on behalf of the interests of our citizens within the Canadian federation.

(This is the 16th profile in a series of occasional articles on the work of AMAPCEO-represented employees in our many workplaces across the province and in ten cities outside Canada: the Ontario Public Service, the Office of the Provincial Advocate for Children and Youth, the Ontario Agency for Health Protection and Promotion, the Ontario Racing Commission, the Mental Health Centre Penetanguishene and, as of this month, the Ontario Health Quality Council. To view previous profiles, please visit our website and click on "Who we are".)

Book Review: Statistical Sleight of Hand Produces Shoddy Wage Growth Study

Public Administration Wage Growth: Comparative Wage Growth in Industries Across the Canadian Economy (1998-2009), Frontier Centre for Public Policy, Winnipeg, January 2011.

HAVE YOU HEARD THE NEWS? Budget deficits are caused by public servants' overly generous compensation, with the blame for these too-high wages falling on their unions and the governments with which they allegedly conspire.

At least that is the story opportunistic politicians and commentators are telling – both in the U.S. and here. Daily, it seems, we get a new speech or op-ed article asserting that public sector compensation costs are our core economic problem, and offering as a solution an attack on public sector wages, benefits and collective bargaining rights.

The evidence for this supposed overcompensation, without which these attacks would not rise above the level of ideological rants, is provided by a variety of think tanks who shamelessly peddle research studies which, though they may look trustworthy and objective, are anything but.

A particularly egregious example comes from Winnipeg's Frontier Centre for Public Policy, a self-described "independent" but "conservative/libertarian" think tank. The Centre's recent study of wage growth between 1998 and 2009 makes the bold claim that federal public sector wages went up a whopping 59 percent in that period, with provincial increases running not far behind at 55 percent.

Those are some numbers! They are so striking that it is worth asking just how the report's author, Ben Eisen, came up with them. (Another reason for spending some time analyzing this report is because it was so quickly picked up and carried, without question, by the mainstream media; left unchallenged and repeated often enough by outraged commentators, the numbers can too easily become accepted as conventional wisdom by decision-makers.)

As it turns out, there are three simple sleights of hand at work in the Frontier Centre's study:

First - ignore the obvious. As everyone knows, the buying power of a dollar changes over time. This is inflation at work. According to the Bank of Canada, between 1998 and 2009 inflation was 24.3 percent. That means that, just to retain their value, wages would have had to increase by 24.3 percent over this period. Consequently, after taking account of inflation, a supposed 55 percent wage increase for those working in provincial public administration is, in real terms, nowhere near that level.

Second - be careful what you show. The Statistics Canada data used in the Frontier Centre study goes back to 1991, but the Centre decided to start its story only in 1998. Why would they omit seven years of public sector

largesse? Surely going back even earlier to capture another seven years of grotesque wage gains would only add to the "gee whiz" factor the report is aimed at creating, right? Well, actually, no. Controlling for inflation, between 1991 and 1998, provincial public administration average wages actually *fell* by 3.4 percent. This fact would not have been helpful to the Frontier Centre's pursuit of headlines, so they just pretend it does not exist.

Third - compare apples to oranges. Public administration as a sector encompasses, generally, professionals with high levels of education. It is not alone in this profile, so let's compare apples and apples. Between 1991 and 2009, provincial public administration wages increased – again, adjusted for inflation – by 20.5 percent. Is this a healthy figure? Sure it is. But, to gain any understanding of what that figure means, it must be compared to similar private sector *categories*, not just to *all* private sector wages. For instance, administrative and support sector wages in the private sector went up 19.4 percent in the same period while those in the private sector professional, scientific and technical services category increased by 25.2 percent. And with that, all of a sudden what seemed outrageous is shown to be just, well, ordinary.

SEE HOW EASY IT IS TO COME UP with a pseudoscientific study? Simply apply these tactics and you too can produce a report so skewed as to be completely worthless for anything but ill-informed, politically motivated bombast (although you will likely get a few newspaper headlines out of it).

But what's the point of such studies? Presumably the Frontier Centre is seeking a Canada in which public sector wages do not increase, or at least do not increase more than wages in some other sector (who knows which one).

As seen above, using the same data as the Frontier Centre, the actual wage increases in public administration (not the massaged ones Frontier is shilling) are absolutely in line with similar fields in the private sector. On the other hand, between 1991 and 2009, real wages in the forestry sector fell by 6.1 percent and those in retail fell by 1.9. Is *that* – an actual decline in purchasing power – what the Frontier Centre is advocating for Canadians? Further clarity on this point is not really expected anytime soon.

(Thanks to AMAPCEO Research Officer Jonathan Carson for this contribution.)

Recent Election Results and New Committee Appointments

VICTOR KHAIT has been elected as Acting Chair in the Community Safety and Correctional Services Chapter, succeeding **IAN GLYNWILLIAMS**, who was required to step down from his Chapter position following election to the Board of Directors as Treasurer in December. **HUGH DODWELL** has stepped down as Chapter Chair in Windsor following his decision to accept a position outside the AMAPCEO bargaining unit. He has been temporarily succeeded by Acting Chair **BRYAN CARD**.

The Board of Directors has appointed one new AMERC member: **PETER DEWAR** has joined the AMAPCEO-Ministry Employee Relations Committee in the Ministry of the Attorney-General.

At the first meeting of the new AMAPCEO Board of Directors in January, Director **DAVE BULMER** (MOHLTC London) was elected Chair of the Board. The Board of Directors consists of nine members: the four executive officers (President, Vice-President, Secretary and Treasurer) and five Directors elected at large by the Annual Delegates' Conference. Bulmer succeeds former Treasurer **KEITH BAIRD**, who had served as Board Chair for eight years in a row prior to his term ending in December.

The Provincial Council, at its first regular business meeting in February, elected **BILL MCNAMARA** and **CHRIS GOETHEL** as Council Chair and Vice-Chair, respectively. McNamara is Chair of the MCSS/MCYS/PACY/OFA Chapter and Goethel is Chair of the Environment, Energy and Infrastructure Chapter. McNamara and Goethel succeed former Chair **PAUL GLASSFORD** (MNR Sault Ste. Marie) and former Vice-Chair **GRAHAM HOWE** (OMAFRA Guelph).

Finally, five new committee appointments: Following a call for nominations that was posted on the website, the Board has appointed **JOHN LIPCSEI** (MOHLTC Kingston) and **DAVID MCGOWAN** (MNR Sault Ste. Marie) to sit on the Workplace Relations Committee, which reviews member requests to proceed to Stage 2 or arbitration in the dispute resolution process, and **JULIAN KUSEK** (MOHLTC Penetanguishene) has been appointed to fill a vacancy on the Board's Diversity Committee.

HAROLD HAYNES (MAG Hamilton) has been appointed as one of the Board's nominees on the ADC's Resolutions Committee (Secretary **BARBARA GOUGH** is also an *ex officio* member of that committee). The Provincial Council has selected Kingston Chapter Chair **NELLA BELCASTRO** to fill a vacancy on the Council's Member Reward and Recognition Committee.

Update on Workplace Representatives

No new Workplace Representatives to report, but some changes to note. Workplace Representatives are colleagues who volunteer to be trained in the interpretation and administration of your collective agreement and are available to members in the workplace for advice, consultation and support.

Eight members have stepped aside from their Workplace Rep duties – some temporarily. **ANNA DIVIZIO** (MTO Downsview), **TOM RICKARD** (MNR Peterborough), **MATHEW THOMAS** (Education Toronto), **RICK SMITH** (MCSCS North Bay) and **ADRIENNE TSIROS** (Environment Toronto) have resigned after long service; **RAJ CHOPRA** (MAG Toronto) has decided to leave the OPS; and **JOHN CARBERRY** (MCSS Toronto) and **CAROLINE MAINPRIZE** (MOHLTC Hamilton) have stepped aside temporarily while they assume acting management positions.

Raj was also a former member of the Board's Workplace Relations Committee; Anna and Mathew are former Chairs of their Chapters; and Adrienne, Rick, Raj and Anna were members of their ministry's AMERC (AMAPCEO-Ministry Employee Relations Committee). During his leave outside the bargaining unit, John is also required to temporarily step down from his role as a Delegate and as an active member of his Chapter Executive Committee, although Adrienne intends to remain involved in helping to build her Chapter. We wish all of them well and thank them on behalf of their colleagues for their contributions to the work of AMAPCEO.

We are sad to report that long-time AMAPCEO activist **TERRY PETERS** (MCYS Kingston) is on sick leave following recent heart surgery. Terry is a former member of the Board of Directors, a former Kingston Chapter Chair and is both a Delegate and a Workplace Representative. We wish him well as he recuperates.

Finally, a correction to the list of new Workplace Reps in the January edition of *AMAPCEO Member News*: **TIZIANA PAULUZZO**, MTO Thunder Bay. Our apologies for misspelling Tiziana's name.

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President's Message

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have an even more compelling reason to step forward - both as individual members and as an organization - and that is to challenge the conventional wisdom that public servants are somehow the cause of the government's fiscal woes, that we contribute little of value and that the services we provide are not necessary. We have seen the sympathetic commentary here on recent events in Wisconsin, Ohio and other American states and various pundits continue to attack public sector compensation and benefits (see our analysis on page five on one such report).

As part of our strategic plan, the AMAPCEO Board of Directors has endorsed taking a stronger advocacy role outside traditional collective bargaining – a departure for us, but an essential development if we are to reinforce and protect the gains we have made in bargaining. We have excellent job security protection, which should reassure any of our members who might face job loss, but in addition to protecting our members, those job security provisions also protect the services that we deliver to our fellow citizens. And that is why we need to mobilize and get our message out to those in a position to make decisions on the future role of government. I know we can count on your support.

AMAPCEO Office Staff News

Welcome back to **QUMI KARA**, who returns for a second tour of duty as a temporary maternity leave replacement.

Qumi will again be filling in for Administrative Assistant **LINDA POONAM UMANA** during her leave. Congratulations to Linda, husband **FELIX** and daughter, **RIYA**, on the birth of **LUCAS**.

We also send congratulations to Research Officer **JONATHAN CARSON** and his wife, AMAPCEO member **HEATHER SCHRAMM**, on the birth of **MALCOLM**, who joins big brother **ELLIOTT**. Jon will take parental leave this Summer.

Welcome to **ESERY MONDESIR**, who joined the office in April for a three-month contract as a Labour Relations Officer. Esery, a former teacher, has a strong background in organizing in both Canada and the United States.

Finally, the AMAPCEO office said goodbye and thank you to **PAMELA CHIU** (MOHLTC Toronto), who has returned to the ministry from her secondment at 1 Dundas Street working on the OPS Job Evaluation Project. Best wishes, Pam, as you assume new responsibilities in the OPS.

From the Archives

From March 1995: The Voluntary Recognition Agreement was ratified 16 years ago on March 29. Although the Association was founded in 1992, it was voluntary recognition that transformed us from a professional association into a full-fledged bargaining agent. We look forward to celebrating the 20th anniversary of our founding next year.

The March-April 1997 edition of *AMAPCEO Member News* reported that, in response to a grievance, AMAPCEO had won parental leave top-up (to 93% of salary) for all AMAPCEO-represented employees. The new provision was retroactive to November 1990, and anyone who had taken parental leave and claimed unemployment insurance was entitled to interest on the retroactive top-up portion.

In April 2002, it was announced that AMAPCEO members had ratified a new collective agreement that had been signed by the parties the previous February. The new agreement made significant progress in recognizing entitlement for overtime.

Health and Safety: Expert Panel Accepts AMAPCEO Recommendations

AMAPCEO members will know that, last June, President **GARY GANNAGE** presented a brief to the provincial government's Expert Panel on Occupational Health and Safety, chaired by former Cabinet Secretary **TONY DEAN**. What you may not know is that the Panel, in its final report issued in December 2010, accepted many of our recommendations.

Three, in particular, are worth noting. The panel report concluded that the "continuum of education and training begins in the education system"; our brief called for the involvement of the learning ministries to ensure that a focus on health and safety begins in schools and continues throughout the formal education system, so that workers are already familiar with safety before they start working (and, in the case of young people, as they start working in part-time jobs while still in school).

The panel's recommendation that an unrepresented worker or employer involved in a reprisal complaint should have access to information and support from an independent third party, such as the Offices of the Worker or Employer Advisors, was one that we explicitly called for in our submission. We suggested adding this function to these two existing agencies, and providing supplemental funding for that purpose, both of which were endorsed by the panel.

Finally, one of our central recommendations called for legislation to recognize and enable the functioning of multi-workplace health and safety committees in single locations, such as highrise office buildings in which there are multiple employers. The panel encouraged the Ministry of Labour to revise its written material to show how such committees could function, including how knowledge sharing among multiple workplaces in single locations can improve their effectiveness.

The expert panel was appointed by the Minister of Labour in January 2010 following the deaths of four workers who fell from a Toronto highrise the previous December. AMAPCEO's submission is posted on our website (www.amapceo.on.ca); the panel's report can be found on the Ministry of Labour website.

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Members Appreciate AMAPCEO Snow Survey

Although we are now enjoying the warmer weather of Spring, members in Southwestern Ontario will recall the severe snow storms last December that closed local highways and prevented many OPS employees from getting to work. AMAPCEO conducted an e-survey of 300 members in London, Sarnia, Chatham, Walkerton, St. Thomas and Windsor in an effort to understand how any time away from the office was accounted for.

The results revealed inconsistent treatment by managers in terms of how to record use of credits —most staff used vacation credits; some used sick leave. Some respondents reported that they were not permitted to work from home when they were unable to get to work —even when told by a manager not to come in because the office itself was closed. An almost equal number *were* permitted to work from home. Members indicated they appreciated AMAPCEO's proactive effort to investigate. We have shared the results with the Employer, with a request to discuss them in the context of the stated desire to expand alternative and flexible work arrangements.

2011 AMAPCEO Board of Directors

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Butcher**

Dave Bulmer

Murray Gaudreau

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Dan Skwarok

New Health and Safety Representatives Appointed

On behalf of the Board of Directors, the Health, Safety and Wellness Committee has appointed the following 12 AMAPCEO members to two-year terms as Health and Safety Representatives. Health and Safety Representatives sit on local joint health and safety committees with employer representatives and members nominated by other bargaining agents. The new appointees are:

JUDY BULLOCK	Health and Long-Term Care, 49 Place D'Armes, 4th Floor, Kingston;
CHRISTINE EDWARDSON	Health Promotion & Sport, 777 Bay Street, 18th Floor, Toronto;
CONNIE HANLON	Labour, 505 University Avenue, 19th Floor, Toronto;
KATHY HORGAN	Municipal Affairs and Housing, 159 Cedar Street, 4th Floor, Sudbury;
MAUREEN HUXTER	Training, Colleges and Universities, 111 Simcoe Street, North, Oshawa;
TANYA PERDIKOULIAS	Health and Long-Term Care, 151 Bloor Street West, 9th Floor, Toronto;
ELIZABETH RAEL	Health Promotion & Sport, 777 Bay Street, 18th Floor, Toronto;
TRUDY ROBERTS	Community and Social Services, 465 Davis Drive, 4th Floor, Newmarket;
LINDA ST. DENIS	Community and Social Services, 465 Davis Drive, 4th Floor, Newmarket;
LORAIN WOOD	Training, Colleges and Universities, 140 All State Parkway, Markham;
STEPHEN WILSON	Health and Long-Term Care, 5700 Yonge Street, Toronto;
BEATRICE VOLPE	Health Promotion & Sport, 777 Bay Street, 18th Floor, Toronto.

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